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MEMORANDUM OF UNDERSTANDING

This Memorandum of Understanding (MOU) is entered between the Shawnee Township Trustees (Employer) and the Fraternal Order of Police, Ohio Labor Council (Union) (bargaining units covering patrol officers and sergeants) for the purpose of modifying Section 12.4 Compensatory Time in Article 12 Hours of Work/Overtime in collective bargaining agreement for the term October 1, 2013 through September 30, 2016.

The parties agree:

1. That all other articles and/or sections of the above-referenced collective bargaining agreement and any other MOUs between them entered into during this contract term shall remain in full force and effect for the balance of the contract term; and
2. That the modification to Section 12.4 shall become effective January 1, 2015; and
3. Notwithstanding the modification made to Section 12.4 as indicated below, any employee covered by this contract who had compensatory time to his credit as of December 31, 2014 shall be permitted to carry over that time in the same manner as is established in this MOU.
4. Section 12.4 shall read as follows:

Section 12.4. Compensatory Time: Bargaining unit employees may elect to take compensatory time in lieu of cash payment for overtime. Employees may accumulate up to a maximum of eighty (80) hours of compensatory time per calendar year. All overtime worked which would exceed the eighty (80) hours maximum if taken as compensatory time, shall be paid instead. All compensatory time not used by the end of December each year, shall be carried over into the following calendar year. However, to the extent that compensatory time is carried over from one year to the next, the number of new compensatory time hours that may be accumulated in that subsequent year will be reduced so that the maximum number of compensatory time hours does not exceed eighty (80) accumulated in one year. [For instance, if twenty (20) hours are carried over into the following year, the employee may only accumulate sixty (60) new compensatory time hours in that subsequent year so that his total in that subsequent year does not exceed the eighty (80) hour maximum.]

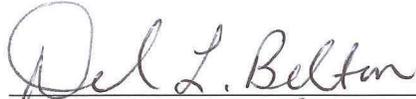
Compensatory time may be utilized with the approval of the Employer at a time mutually convenient to both the employee and the Department. Compensatory time shall be used in not less than one (1) hour increments.

Upon termination of employment, an employee shall be compensated for all earned, but unused, compensatory time.

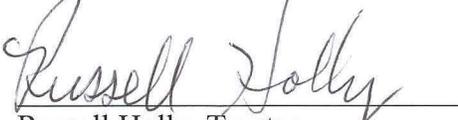
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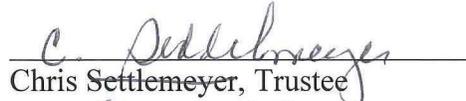
For Shawnee Township:



Dave Belton, Trustee



Russell Holly, Trustee

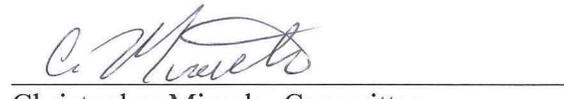


Chris Settemeyer, Trustee
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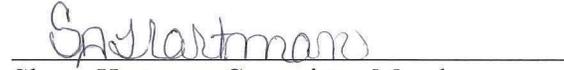
For the FOP, Ohio Labor Council, Inc.:



Andrea H. Johan, Staff Representative



Christopher Miracle, Committee
Member, Patrol Unit



Shane Hartman, Committee Member,
Sergeant Unit

Approved as to Content:



Michael Keith, Chief of Police